

USAID No FEAR Posting Requirements										
Posted Data	Current FY 2004					2003	2002	2001	2000	1999
	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	YTD totals	FY Totals	FY Totals	FY Totals	FY Totals	FY Totals
Number of:										
Complaints filed during FY	2	3			5	12	7	10	6	12
# Complainants	2	3			5	10	7	9	6	12
# Repeat Filers	0	0			0	2	0	1	0	0
Bases										
Age	0	0			0	4	1	1	0	3
Race	2	1			3	7	2	6	5	8
Color	0	1			1	5	0	3	0	2
Disability	0	2			2	3	3	2	0	2
National Origin	0	0			0	2	0	2	1	2
Religion	0	0			0	1	0	1	0	1
Reprisal	1	1			2	7	4	7	4	6
Sex:										
1. Male	1	0			1	1	2	1	1	3
2. Female	0	1			1	5	1	1	3	6
Other	0	0			0	0	0	0	0	0
Issues (Claims)										
Appointment / Hire	0	0			0	0	1	0	0	0
Assignment of Duties	1	1			2	3	0	0	1	4
Awards	0	0			0	1	0	0	1	2
Conversion to Full Time	0	0			0	0	0	0	0	0
Disciplinary Actions:										
1. Demotion	0	0			0	0	0	0	0	0
2. Reprimand	0	0			0	2	1	0	1	0
3. Suspension	0	0			0	0	0	0	0	0
4. Removal	0	0			0	0	0	0	0	0
5. Other	0	0			0	0	0	0	0	0
Duty Hours	0	0			0	0	0	0	0	0
Evaluation/ Appraisal	2	1			3	4	1	2	3	2

Examination/ Test	0	0			0	0	0	0	0	0										
Harassment:																				
1. sexual		0			0	0	1	1	1	0										
2. non-sexual	1	0			1	2	2	1	0	1										
Medical Exam	0	0			0	0	0	0	0	0										
Pay, including Overtime	0	0			0	0	0	0	0	0										
Promotion/ Non- Selection	0	1			1	1	4	7	3	6										
Reassignment:																				
1. Denied	0	1			1	1	0	0	0	0										
2. Directed	0	0			0	1	0	0	0	0										
Reasonable Accommodation	0	0			0	2	1	2	0	0										
Reinstatement	0	0			0	1	0	0	0	0										
Retirement	0	1			1	1	0	0	0	1										
Termination	1	1			2	1	0	2	0	2										
Terms / Conditions of Employment	1	1			2	1	0	0	0	1										
Time and Attendance	0	0			0	2	0	0	0	0										
Training	1	0			1	2	0	0	1	0										
Other	0	1			1	0	0	1	0	0										
Processing Time																				
Pending Complaints during the FY	21		22						25		27		39		35		33			
Complaints at each Stage:	#	Avg. Days	#	Avg. Days	#	Avg. Days	#	Avg. Days	#	Avg. Days	#	Avg. Days	#	Avg. Days	#	Avg. Days	#	Avg. Days		
Dismissals	1	52	0	0	0		0		1	52	2	93.5	3	172	5	1168	1	607	1	94
Investigation Process:																				
1. Under Investigation	6	130	8	137	0		0				8	128	4	192	8	241	9	290	13	271
2. Pending Hearing	8	733	9	445	0		0				10	758	6	884	7	1042	6	1166	12	1065
Pending Final Agency Action	3	321	3	94	0		0				0	0	2	447	5	706	8	831	6	933
Final Agency Action without a Hearing	1	40	0	0	0		0				4	553	9	1347	7	974	6	973	1	185
Final Agency Action with a Hearing	0	0	0	0	0		0				0	0	3	1524	7	1085	0	0	0	0
Appeals	2	62.5	2	127	0		0				1	277	0	0	0	0	5	1182	0	0

Final Agency Actions with findings of Discrimination																				
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Rendered w/o an AJ Hearing	0		0						0	0	0	0	0		0		0		0	
Rendered with an AJ Hearing	0		0						0	0	0	0	0		0		0		0	
Final Agency Actions with findings of Discrimination by BASIS																				
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Age	0		0						0	0	0		0		0		0		0	
Race	0		0						0	0	0		0		0		0		0	
Color	0		0						0	0	0		0		0		0		0	
Disability	0		0						0	0	0		0		0		0		0	
National Origin	0		0						0	0	0		0		0		0		0	
Religion	0		0						0	0	0		0		0		0		0	
Reprisal	0		0						0	0	0		0		0		0		0	
Sex:																				
1. Male	0		0						0	0	0		0		0		0		0	
2. Female	0		0						0	0	0		0		0		0		0	
Other	0		0						0	0	0		0		0		0		0	
Final Agency Actions with findings of Discrimination by BASIS																				
	#	%	#	%	#	%	#	%	0	0	#	%	#	%	#	%	#	%	#	%
Rendered w/o an AJ Hearing	0		0						0	0	0		0		0		0		0	
Rendered with an AJ Hearing	0		0						0	0	0		0		0		0		0	
Final Agency Actions w/findings of Discrimination by ISSUE																				
	#	%	#	%	#	%	#	%	0	0	#	%	#	%	#	%	#	%	#	%
Appointment/Hire	0		0						0	0	0		0		0		0		0	
Assignment of Duties	0		0						0	0	0		0		0		0		0	
Awards	0		0						0	0	0		0		0		0		0	
Conversion to Full Time	0		0						0	0	0		0		0		0		0	

Disciplinary Actions:																				
1. Demotion	0		0					0	0	0		0		0		0		0		
2. Reprimand	0		0					0	0	0		0		0		0		0		
3. Suspension	0		0					0	0	0		0		0		0		0		
4. Removal	0		0					0	0	0		0		0		0		0		
5. Other	0		0					0	0	0		0		0		0		0		
Duty Hours	0		0					0	0	0		0		0		0		0		
Evaluation/ Appraisal	0		0					0	0	0		0		0		0		0		
Examination/ Test	0		0					0	0	0		0		0		0		0		
Harassment:																				
1. sexual	0		0					0	0	0		0		0		0		0		
2. non-sexual	0		0					0	0	0		0		0		0		0		
Pay, including Overtime	0		0					0	0	0		0		0		0		0		
Promotion/ Non-Selection	0		0					0	0	0		0		0		0		0		
Reassignment:																				
1. Denied	0		0					0	0	0		0		0		0		0		
2. Directed	0		0					0	0	0		0		0		0		0		
Reasonable Accommodation	0		0					0	0	0		0		0		0		0		
Reinstatement	0		0					0	0	0		0		0		0		0		
Retirement	0		0					0	0	0		0		0		0		0		
Termination	0		0					0	0	0		0		0		0		0		
Terms/ Conditions of Employment	0		0					0	0	0		0		0		0		0		
Time and Attendance	0		0					0	0	0		0		0		0		0		
Training	0		0					0	0	0		0		0		0		0		
Other	0		0					0	0	0		0		0		0		0		
Final Agency Actions w/ findings of Discrimination by ISSUE																				
Rendered w/o an AJ Hearing	0		0					0	0	0		0		0		0		0		
Rendered with an AJ Hearing	0		0					0	0	0		0		0		0		0		

Pending Complaints at the beginning of the FY/Quarter										
Total # of Pending Complaints	19	19			38	13	20	29	29	21
# of complainants	16	15			31	13	19	24	24	17
The number of those complaints at each stage:										
Dismissals	1	0			1	0	1	4	1	0
Investigation Process:										
1. Under Investigation	4	5			9	0	0	2	3	4
2. Pending Hearing	8	9			17	9	6	6	6	11
Pending Final Agency Action	3	3			6	0	1	3	8	6
Final Agency Action without a Hearing	1	0			1	3	9	7	6	0
Final Agency Action with a Hearing	0	0			0	0	3	7	0	0
Appeals	2	2			4	1	0	0	5	0
Investigative Step on all Pending Complaints										
Complaints over 180 days	4	3			7	2	2	6	6	9
Time Periods Used to Compute Data: Dismissals - from date complaint filed to dismissal Under Investigation - from date complaint filed to end of Fiscal Year/Quarter Pending Hearing - from date investigation completed to end of Fiscal Year/Quarter Pending Final Agency Action - from investigation complete date to end of Fiscal Year/Quarter Final Agency Action without/with a Hearing - from hearing request date to decision date Appeals - from appeal request date to decision date or end of Fiscal Year/Quarter										

No FEAR Provisions	
Title I	General Provisions
101	Findings
102	Sense of Congress
103	Definitions
104	Effective date
Title II	Federal Employee Discrimination and Retaliation
201	Reimbursement requirement
(a)	Determine/Clarify applicability
(b)	Requirement on reimbursement
(c)	Determine/Clarify scope
202	Notification requirement
(a)	Written notification of rights and protections
(b)	Posting of written notification on the Internet and other media
(c)	Employee training on rights and remedies
203	Reporting requirement
(a)	Annual report to Congress, EEOC, and DOJ
(b)	First report with up to 5 years data
204	Rules and guidelines
(a)	Study to determine best practices on disciplinary actions
(b)	Agency notification regarding implementation of guidelines
205	Clarification of remedies
206	GAO Studies on administrative remedies and on ascertainment of DOJ costs
(a)	Study on exhaustion of administrative remedies
(b)	Study on ascertainment of certain DOJ costs
(c)	Studies on statutory effects on agency operations
(d)	Study on administrative and personnel costs incurred by DOJ
Title III	Equal Employment Opportunity Complaint Data Disclosure
301	Data to be posted by employing federal agencies
(a)	Post on public web site summary statistical data on EEO complaints
(b)	Content requirements
(c)	Timing and other requirements
302	Data to be posted by EEOC
(a)	Post on public web site summary statistical data on hearings and appeals
(b)	Specific requirements
(c)	Coordination
303	Rules